

come join us!



King County

Regional Animal Services Manager

King County, Washington invites qualified individuals to apply for the position of Regional Animal Services Manager. We are looking for a strong leader to guide our team of more than 40 staff and 500 volunteers.

We believe in accountability, respect, and teamwork, and invite those who share our values to join us.



Our Community

King County, located in the scenic Pacific Northwest, offers the perfect location for an active, balanced lifestyle. From our majestic mountains to our stunning seashores, the Puget Sound region consistently ranks as one of the most desirable places to live in the United States. Our community contains a unique mix of urban, suburban, and rural living. We have dynamic cities, including Seattle, Redmond, and Bellevue, featuring the best in music, art, and culture. Our rural areas and parks provide year-round access to outdoor recreation, including hiking, biking, fishing, kayaking, beachcombing, skiing, and more. We also have award-winning schools, vibrant neighborhoods, world-class medical care and facilities, and a dazzling array of great festivals and events. And for a weekend getaway, King County is within easy reach of the San Juan Islands, Vancouver, B.C., several national parks, and the world-famous vineyards of eastern Washington.

More than 1.9 million people call King County home, making us the 14th most populous county in the nation. With more than 2,300 square miles of territory, King County is twice the size of the state of Rhode Island. Our highly-educated workforce helps make King County one of the highest income counties in the United States. From our vast forests to our sophisticated urban areas to our dynamic waterfront, King County is a diverse community in every sense of the word.

King County, Washington

King County government works diligently to provide excellent service to our residents. We deliver a variety of regional services to those who live in our 39 incorporated cities. These include courts and judicial administration, public health services, and public transit. In unincorporated areas, King County also provides local services such as land use regulation, building permits, law enforcement, and roads maintenance.

As a home rule charter county, we are governed by the nine-member, elected Metropolitan King County Council which serves as the legislative branch of county government. The executive branch is led by an elected County Executive. Regional Animal Services is part of the Records and Licensing Services Division of the Department of Executive Services.



Regional Animal Services

Historically, individual cities in King County took responsibility of animal care and control within their borders. In the mid-1980s, King County agreed to provide animal services on behalf of cities on a regional basis in exchange for the revenues from pet license fees that fund the system. That arrangement was revisited in 2009 as the gap between license revenues and the cost of the system grew to a level that was not sustainable for the county.



Regional Animal Services of King County (RASKC) was created in 2010 as a partnership between King County and 26 municipalities to provide animal care, control,

and licensing services. This regional model is intended to provide better public health and safety, animal welfare, and customer service at a lower cost than any individual jurisdiction could provide on its own.

King County currently provides animal services to all residents in unincorporated areas of King County, and contracts with 26 other cities within the county. RASKC also owns and operates a regional animal shelter in Kent, oversees pet licensing in contracting municipalities, and regularly conducts off-site pet adoption events throughout the year.



The Position – Salary Range: \$98,645 - \$125,038

The Regional Animal Services Manager has the authority over all regional animal programs and services, including shelter, veterinary, field and enforcement operations, as well as pet partnership/pet licensing promotional programs within the regional program area and is primarily responsible for developing, planning, implementing, overseeing, directing and evaluating regional animal services for unincorporated King County and 26 contracting cities. Other responsibilities include managing an array of intergovernmental functions including inter-local service agreements, supervising managers and budget expenditures and generally overseeing programs for animal welfare in the County's shelter(s), managing animal control field and enforcement programs, and promoting pet licensing. This position also serves as the public information officer for high-profile animal care and control issues and other related services and programs.

The incumbent must work effectively with elected and appointed officials, contracting cities, community groups, the general public, and related animal welfare organizations.

This position represents regional animal services within King County and contracting jurisdictions, and manages a variety of related programs under the general administrative policy direction of the King County Director of Records and Licensing Services.





Mount Shuksan, North Cascades National Park

The Ideal Candidate

King County seeks an individual with well-developed leadership, management, and administrative skills to fill this highly-visible position. He or she will be responsible for “re-visioning” the position of Regional Animal Services Manager while leading a staff of more than 40 professionals. The ideal candidate should be comfortable engaging with a wide range of people, including elected and appointed officials, staff, volunteers, community agencies, and the public. Also, the Regional Animal Services Manager should be comfortable working around a wide variety of animals. This position will also require occasional interaction with the media and public officials, so the candidate must be an articulate, engaging public speaker.

The Regional Animal Services Manager must have the ability to work calmly and effectively under pressure and be adept at dealing with highly sensitive, controversial, and confidential issues. He or she must be sensitive to the needs and concerns of diverse communities. The successful candidate will be able to navigate complex issues, conduct research and critical analysis, and formulate comprehensive ideas and solutions. In addition, the ideal person will possess a well-earned reputation for sound management and the highest standards of personal and professional ethics.

Examples of Duties

Duties may include, but are not limited to:

- Plan, direct, organize, implement, administer, and evaluate the overall activities of the regional animal services program for King County and contracting jurisdictions.
- Oversee operations of an open admission shelter in which no adoptable animals are euthanized and are provided with high quality, cost effective care, veterinary services, foster care, adoption and placement services and other services from staff and an extensive network of volunteers.
- Oversee the development and implementation of animal control field and enforcement programs, goals, and objectives, including training for animal control staff.
- Oversee the promotion of responsible pet ownership through animal licensing programs and promote services and public relations.
- Negotiate and maintain interlocal agreements with other jurisdictions and organizations for providing animal services.
- Act as primary liaison for animal services and develop and maintain positive working relationships with public agencies and officials, as well as community and animal welfare groups and organizations.
- Develop, recommend, and implement policy and procedural changes to enhance and provide for exceptional animal care and welfare, including recommendations for legislative and ordinance adoption and revisions.
- Review policies and procedures for effectiveness and consistency with service goals, standards, and needs.
- Plan and develop both short and long range visions for capital and operational programs, policies and resources, and play an active role in their implementation.
- Plan, develop, justify, administer, and monitor expenditures of the animal services budget.
- Represent King County at hearings and public meetings on intergovernmental issues regarding animal welfare, sheltering policies and procedures, and other related areas.



Puget Sound and Olympic Mountains

Qualifications

Candidates application materials must include detailed information on education, training, and/or experience that demonstrates possession of the knowledge, skills, and abilities required for this position.

MINIMUM QUALIFICATIONS Bachelor's Degree from an accredited U.S. college or university in business or public administration or any other related field **AND** four (4) years of progressively responsible management/supervisory experience within a large public agency or private organization. Additional management experience may substitute for up to two years of the educational requirements.

DESIRABLE QUALIFICATIONS Master's Degree from an accredited U.S. college or university with a major in business or public administration, or closely related field **AND** animal services management experience in a government agency with responsibility for shelter management, animal control enforcement and animal welfare, including budgetary planning, regulatory compliance, coordination of animal care, animal service activities, and community and public relations. Experience supervising union-represented employees and volunteers is desirable. Professional training and certification in the field of animal welfare, control, and services is also desirable.

To Apply

King County government is committed to attracting and retaining a highly skilled workforce. We want people who aspire to make a difference in our community. We offer quality compensation and a generous benefits package. Learn more at www.kingcounty.gov/benefits.



Pike Place Market

To apply for the position of Regional Animal Services Manager, go to www.kingcounty.gov/jobs or send a completed application form, cover letter, resume, supplemental questionnaire, and three (3) references to:
King County Human Resources
500 Fourth Ave., Suite 450
Seattle, WA 98104



Snoqualmie Falls

Quick Facts

King County Population (2010)	1,931,249
Metro Seattle Population (2010)	3,439,809
Total Area	2,307 square miles
Founded	1852
Median household income	\$67,246
2011 County Budget	\$5.1 billion
2011 Animal Services Budget	\$7 million

King County is committed to equity and diversity in the workplace. In addition, the county is committed to recruiting and maintaining a quality workforce that shares our guiding principles: collaborative, service-oriented, results-focused, accountable, innovative, professional and fair and just.